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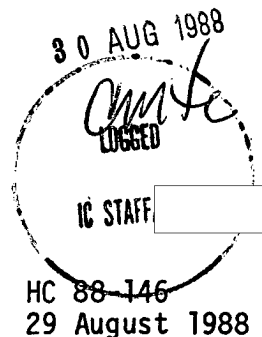
FROM:

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DIRECTOR OF CENTRAL INTELLIGENCE
HUMINT Committee

OFFICE OF THE CHAIRMAN



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MEMORANDUM FOR: See Distribution

SUBJECT: Exceptional Collector National HUMINT Award Program:
Request for Nominations for FY 1988

1. This is the fourth year that the Exceptional Collector National HUMINT Award Program will provide incentives for improved collection and reporting of human source information of significant value to the Intelligence Community. Intelligence Community Certificates of Achievement will be awarded to nominees at Community ceremonies in January 1989. Monetary awards of up to \$5,000 may be approved by the DCI for nominees who are judged to have accomplished particularly significant collection efforts and who are not subject to restrictions on acceptance of cash awards. Last year the Director of Central Intelligence recognized seventeen individuals, three teams, and five units as Exceptional Collectors. [redacted]

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2. Please inform the appropriate supervisors and staffs within your organization of this year's program. Nominees may be individuals, teams, or units directly engaged in HUMINT collection, whose achievements constitute either extraordinary reporting or particularly fruitful collection projects that have national-level foreign intelligence implications. Each organization represented on the HUMINT Committee will establish its own nominating criteria and will limit its nominations to four per fiscal year. A detailed description of the award criteria and procedures is attached. [redacted]

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3. Any member of the HUMINT Committee may nominate; however, if a nominee is not assigned or attached to the sponsoring organization, the recommendation should be coordinated with the parent agency. Nominations and accompanying documentation should be forwarded through appropriate organizational channels to be received by the Chairman, HUMINT Committee no later than 1 November 1988. [redacted]

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4. For additional information, contact [redacted] Executive Secretary, HUMINT Committee [redacted]

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Attachment:
As stated

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INTELLIGENCE COMMUNITY

EXCEPTIONAL COLLECTOR NATIONAL HUMINT AWARD PROGRAM

1. A program of HUMINT collector awards is hereby established. Personnel who have performed exceptionally in support of national security objectives in any department or agency which provides information to the Intelligence Community are eligible.
2. Recommendations for exceptional collector national HUMINT awards may be initiated at any level in any component of the US Government but they must be submitted through the appropriate heads (or their designees) of organizations comprising the Intelligence Community as defined in Executive Order 12333 or superseding executive orders. Each organization will establish its own nominating criteria and will be limited to four nominations per fiscal year which may be submitted at any time. The candidates may be individuals, teams or units engaged in the human resources collection discipline. The achievements may constitute either extraordinary reporting or particularly fruitful collection projects whose results have national-level foreign intelligence implications.
3. The recommendations and accompanying documentation substantiating the merits of each collection endeavor must be submitted to the Chairman of the DCI's HUMINT Committee by the heads (or designees) of the sponsoring organizations. Without further review these candidates will receive promptly a Certificate of Achievement from the Director, Intelligence Community Staff.
4. At the beginning of each fiscal year, the Chairman of the HUMINT Committee will review the nominations for the previous fiscal year to determine whether the collection efforts of any of the candidates warrant consideration for additional Intelligence Community awards. The Chairman's recommendations will be submitted for approval to the HC principals, who will constitute a review board.
5. The documentation of candidates recommended by the Chairman of the HUMINT Committee and approved by the HC principals will be submitted to the Director, Intelligence Community Staff for review and final decision on possible Intelligence Community Staff cash awards. Awards of up to \$5,000 will be presented by the Director, Intelligence Community Staff to candidates who are deemed to have accomplished with distinction particularly significant collection efforts and are not subject to restrictions on acceptance of cash awards. Awards in excess of \$1,000 require the approval of the Director of Central Intelligence. In areas of special sensitivity where supporting documentation by necessity is fragmentary, the Chairman of the HUMINT Committee will explore with the

organization concerned any clarification needed to protect the sensitivities involved while assuring consideration for cash award decisions.

6. The Director, Intelligence Community Staff will evaluate the selections of the Chairman of the HUMINT Committee to determine whether any have provided, or enabled the provision of, key information which has directly affected US national security policy. Where a positive determination is made, he may recommend appropriate additional Intelligence Community awards to be conferred by the Director of Central Intelligence in accordance with Director of Central Intelligence Directive 7/1.

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SUBJECT: Exceptional Collector National HUMINT Award Program:
Request for Nominations for FY 1988

DCI/ICS/HC [] (29 Aug 88)

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- 1 - Ms. Kay Muse, State
- 1 - [] USA, DIA
- 1 - [] DIA
- 1 - [] NSA
- 1 - [] NSA
- 1 - MG Stanley Hyman, USA
- 1 - COL David Clark, USA
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- 1 - Maj Gen C. Norman Wood, USAF
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